State and Local Minimum Wage Rates

Current as of May 31, 2023

The following chart shows the current minimum wage for non-tipped and tipped employees and the next scheduled increase (if any) for each state, the District of Columbia, various U.S. territories/commonwealths and numerous local jurisdictions. Rates listed in black were enacted by federal, state, district, territory, or commonwealth law. Rates listed in red were enacted by city or county ordinance. It is important to note that minimum wages that may be paid to individuals under a certain age (e.g., youth wage), to employees during a "training" period, or to employees working for a non-profit are not reflected.*

State / Local	ing for a non-profit Current Minimum Wage Per Hour	Current Tipped	Next Scheduled	Next Scheduled
Alabama	Wage Per Hour \$7.25	Employee Cash Wage Per Hour \$2.13	Increase Minimum Wage Per Hour None	Increase Tipped Employee Cash Wage Per Hour None
Alaska Arizona Flagstaff	\$10.85 \$13.85 <mark>\$16.80</mark>	\$10.85 \$10.85 \$14.80	1/1/24 1/1/24 1/1/24	1/1/24 1/1/24 1/1/24
Arkansas California Alameda City	\$11.00 \$15.50 \$15.75	\$2.63 \$15.50 \$15.75	None 1/1/24 \$16.52 (7/1/23)	None 1/1/24 \$16.52 (7/1/23)
Belmont Berkeley Burlingame	\$16.75 \$16.99 \$16.47	\$16.75 \$16.99 \$16.47	1/1/24 7/1/23 1/1/24	1/1/24 7/1/23 1/1/24
Cupertino Daly City East Palo Alto	\$17.20 \$16.07 \$16.50	\$17.20 \$16.07 \$16.50	1/1/24 1/1/24 1/1/24	1/1/24 1/1/24 1/1/24
El Cerrito Emeryville Fremont	\$17.35 \$17.68 \$16.00	\$17.35 \$17.68 \$16.00	1/1/24 7/1/23 \$16.80 (7/1/23)	1/1/24 7/1/23 \$16.80 (7/1/23)
Foster City Half Moon Bay Hayward	\$16.50 \$16.45 \$16.34	\$16.50 \$16.45 \$16.34	1/1/24 1/1/24 1/1/24	1/1/24 1/1/24 1/1/24
(26 or more employees) Hayward (25 or less employees)	\$15.50	\$15.50	1/1/24	1/1/24
Long Beach – other than hotel/ concessionaire workers (26 or more EEs)	\$15.50	\$15.50	1/1/24	1/1/24
Long Beach other than hotel/ concessionaire workers (25 or less EEs)	\$15.50	\$15.50	1/1/24	1/1/24
Long Beach (Hotel Workers)	\$16.73	\$16.73	7/1/23	7/1/23
Long Beach (Concessionaire Workers) Los Altos	\$16.55 \$17.20	\$16.55 \$17.20	7/1/23	7/1/23
Los Angeles (City) Los Angeles	\$16.04 \$15.96	\$16.04 \$15.96	\$16.78 (7/1/23) \$16.90 (7/1/23)	\$16.78 (7/1/23) \$16.90 (7/1/23)
(Unincorporated County) Los Angeles Hotel Workers	\$18.17	\$18.17	7/1/23	7/1/23
Malibu Menlo Park Milpitas	\$15.96 \$16.20 \$16.40	\$15.96 \$16.20 \$16.40	\$16.90 (7/1/23) 1/1/24 \$17.20 (7/1/23)	\$16.90 (7/1/23) 1/1/24 \$17.20 (7/1/23)
Mountain View Novato (100 or more EEs) Novato (26-99 EEs)	\$18.15 \$16.32 \$16.07	\$18.15 \$16.32 \$16.07	1/1/24 1/1/24 1/1/24	1/1/24 1/1/24 1/1/24
Novato (25 or less EEs) Oakland Oakland Hotel Workers with Health Benefits	\$15.53 \$15.97 \$17.37	\$15.53 \$15.97 \$17.37	1/1/24 1/1/24 1/1/24	1/1/24 1/1/24 1/1/24
Oakland Hotel Workers without Health Benefits	\$23.15	\$23.15	1/1/24	1/1/24
Palo Alto Pasadena Petaluma	\$17.25 \$16.11 \$17.06	\$17.25 \$16.11 \$17.06	1/1/24 \$16.93 (7/1/23) 1/1/24	1/1/24 \$16.93 (7/1/23) 1/1/24
Redwood City Richmond (if employers does not pay toward medical benefits)	\$17.00 \$16.17	\$17.00 \$16.17	1/1/24	1/1/24
Richmond (if employer pays at least \$1.50 per hour	\$15.50	\$15.50	1/1/24	1/1/24
toward medical benefits) San Carlos San Diego	\$16.32 \$16.30	\$16.32 \$16.30	1/1/24 1/1/24	1/1/24 1/1/24
San Francisco San Jose Santa Clara	\$16.99 \$17.00 \$17.20	\$16.99 \$17.00 \$17.20	\$18.07 (7/1/23) 1/1/24 1/1/24	\$18.07 (7/1/23) 1/1/24 1/1/24
San Mateo San Mateo County (Unincorporated Areas)	\$16.75 \$16.50	\$16.75 \$16.50	1/1/24 4/1/24	1/1/24 4/1/24
Santa Monica Santa Monica (Hotel EEs) Santa Rosa	\$15.96 \$18.17 \$17.06	\$15.96 \$18.17 \$17.06	7/1/23 7/1/23 1/1/24	7/1/23 7/1/23 1/1/24
Sonoma (26 or more EEs) Sonoma (25 or less EEs) South San Francisco	\$17.00 \$16.00 \$16.70	\$17.00 \$16.00 \$16.70	1/1/24 1/1/24 1/1/24 1/1/24	1/1/24 1/1/24 1/1/24 1/1/24
South San Francisco Sunnyvale West Hollywood (Hotel Workers)	\$16.70 \$17.95 \$18.35	\$16.70 \$17.95 \$18.35	1/1/24 1/1/24 \$19.08 (7/1/23)	1/1/24 1/1/24 \$19.08 (7/1/23)
West Hollywood (50 or more EEs) West Hollywood	\$17.50 \$17.00	\$17.50 \$17.00	\$19.08 (7/1/23) \$19.08 (7/1/23)	\$19.08 (7/1/23)
(49 or fewer EEs) Colorado Denver	\$13.65 \$17.29	\$10.63 \$14.27	1/1/24 1/1/24	1/1/24 1/1/24
Connecticut Delaware	\$14.00	\$6.38 - Waitstaff \$8.23 - Bartenders \$2.23	\$15.00 (6/1/23) \$13.25 (1/1/24)	None
Delaware District of Columbia Florida	\$11.75 \$16.10 \$11.00	\$2.23 \$6.00 \$7.98	\$13.25 (1/1/24) \$15.00 (1/1/25) \$17.00 (7/1/23) \$12.00 (9/30/23)	None \$8.00 (7/1/23) \$8.98 (9/30/23)
Georgia	\$7.25 (if covered under FLSA) \$5.15 (if not covered under FLSA)	\$2.13	None	None
Guam Hawaii	\$9.25 \$10.10	\$9.25 \$9.35 (\$0.75 tip credit only if employee earns \$7.00 more	None None	None None
Idaho Illinois	\$7.25 \$13.00	than the minimum wage through tips and wages \$3.35 \$7.80	None \$14.00 (1/1/24)	None \$8.40 (1/1/24)
Chicago (21 or more employees)	\$15.40	\$9.24	\$15.00 (1/1/25) 7/1/23	\$9.00 (1/1/25) 7/1/23
Chicago (4 – 20 employees) Cook County	\$14.50 \$13.35	\$8.70 \$7.80	7/1/23	7/1/23
Indiana Iowa	\$7.25 \$7.25	\$2.13 \$4.35	None None	None None
Kansas Kentucky Louisiana	\$7.25 \$7.25 \$7.25	\$2.13 \$2.13 \$2.13	None None None	None None None
Maine Portland Rockland	\$13.80 \$14.00 \$14.00	\$6.90 \$7.00 \$7.00	1/1/24 \$15.00 (1/1/24) \$15.00 (1/1/24)	1/1/24 \$7.50 (1/1/24) \$7.50 (1/1/24)
Maryland (15 or more EEs) Maryland	\$13.25 \$12.80	\$3.63 \$3.63	\$15.00 (1/1/24) \$15.00 (1/1/24)	None
(14 or fewer EEs) Howard County (Government Employees)	\$15.00	\$3.63	\$16.00 (7/1/24)	None
Howard County (15 or more EEs) Howard County	\$15.00 \$13.25	\$3.63 \$3.63	\$16.00 (1/1/25) \$14.00 (1/1/24)	None
(14 or fewer EEs) Montgomery County	\$15.65	\$4.00	\$14.75 (1/1/25) \$15.00 (1/1/26) 7/1/23	None
(51 or more EEs) Montgomery County (11 – 50 EEs)	\$14.50	\$4.00	\$15.00 (7/1/23)	None
Montgomery County (10 or less EEs) Massachusetts	\$14.00 \$15.00	\$4.00 \$6.75	\$14.50 (7/1/23) \$15.00 (7/1/24) None	None
Michigan Minnesota (Employer annual gross volume exceeds \$500k)	\$10.10 \$10.59	\$3.84 \$10.59	None 1/1/24	None 1/1/24
Minnesota (Employer annual gross volume less than \$500k)	\$8.63	\$8.63	1/1/24	1/1/24
Minneapolis (More than 100 EEs)	\$15.19	\$15.19	1/1/24	1/1/24
Minneapolis (100 or fewer EEs)	\$13.50	\$13.50	\$14.50 (7/1/23) Same as employer with more than 100 EEs (7/1/24)	more than 100 EEs (7/1/24)
St. Paul (Employ more than 10,000 EEs) St. Paul (Employ more than 100 EEs)	\$15.19 \$13.50	\$15.19 \$13.50	1/1/24 \$15.00 (7/1/23)	1/1/24 \$13.50 (7/1/23)
St. Paul (Employ 100 or less EEs)	\$12.00	\$12.00	\$13.00 (7/1/23) \$14.00 (7/1/24) \$15.00 (7/1/25)	\$13.00 (7/1/23) \$14.00 (7/1/24) \$15.00 (7/1/25)
			Same as employer with more than 10,000 EEs (7/1/26)	Same as employer with more than 10,000 EEs (7/1/26)
St. Paul (Employ 5 or less EEs)	\$10.75	\$10.75	\$11.50 (7/1/23) \$11.50 (7/1/24) \$12.25 (7/1/25)	\$11.50 (7/1/23) \$11.50 (7/1/24) \$12.25 (7/1/25) \$12.00 (7/1/26)
			\$13.00 (7/1/26) \$13.75 (7/1/27) Same as employer with more than 10,000 EEs (7/1/28)	\$13.00 (7/1/26) \$13.75 (7/1/27) Same as employer with more than 10,000 EEs (7/1/28)
Mississippi Missouri	\$7.25 \$12.00	\$2.13 \$6.00	None 1/1/24	None 1/1/24
Montana Nebraska	\$9.95 \$10.50	\$9.95 \$2.13	1/1/24 \$12.00 (1/1/24) \$13.50 (1/1/25)	1/1/24 None
			615 00 (T)	
Nevada (no health benefits offered)	\$10.50	\$10.50	\$15.00 (1/1/26) \$11.25 (7/1/23) \$12.00 (7/1/24)	\$11.25 (7/1/23) \$12.00 (7/1/24)
	\$10.50 \$9.50	\$10.50 \$9.50	\$11.25 (7/1/23)	
benefits offered) Nevada (health benefits offered) New Hampshire	\$9.50 \$7.25	\$9.50 \$3.26	\$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same	\$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 – minimum wage will be the same
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER)	\$9.50 \$7.25 \$14.13 \$12.93	\$9.50 \$3.26 \$5.26 \$5.26	\$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23)	\$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23)
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico Albuquerque Las Cruces	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00	\$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$3.00 \$7.20 \$4.78	\$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 1/1/24	\$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23) None 1/1/24 1/1/24
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe (City) New York (other than	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00	\$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$3.00 \$7.20 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21 Tipped Service EE	\$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24	\$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23) None 1/1/24 1/1/24 3/1/24 3/1/24 To be
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe County	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03	\$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$3.00 \$7.20 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21	\$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 1/1/24 3/1/24 3/1/24	\$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23) None 1/1/24 1/1/24 3/1/24 3/1/24
benefits offered) Nevada (health benefits offered) New Fampshire New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe (City) Santa Fe County	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03	\$9.50 \$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$5.26 \$3.00 \$4.78 \$3.00 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45	\$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 1/1/24 3/1/24 3/1/24	\$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23) None 1/1/24 1/1/24 3/1/24 3/1/24 To be
benefits offered) Nevada (health benefits offered) New Fampshire New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe (City) Santa Fe County New York (other than New York City and Nassau, Suffolk, Westchester Counties)	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03 \$14.20	\$9.50 \$3.26 \$3.26 \$5.26 \$5.26 \$5.26 \$3.00 \$7.20 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45 Tipped Service EE \$12.50 Tipped Service EE \$12.50	 \$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 1/1/24 3/1/24 3/1/24 \$15.00 (1/1/24) 	 \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23) None 1/1/24 3/1/24 3/1/24 3/1/24 To be determined To be
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe (City) Santa Fe County New York (other than New York (other than New York City and Nassau, Suffolk, Westchester Counties) New York - Nassau, Suffolk, Westchester Counties	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03 \$14.20 \$14.20	\$9.50 \$3.26 \$3.26 \$5.26 \$5.26 \$5.26 \$3.00 \$7.20 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45 Tipped Service EE \$12.50 Tipped Food Service Workers \$9.45	 \$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 3/1/24 3/1/24 \$15.00 (1/1/24) \$16.00 (1/1/24) 	 \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (1/1/23) None \$1/1/24 \$1/1/24 \$3/1/24 \$3/1/24 \$3/1/24 \$1/24 <l< td=""></l<>
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe (City) Santa Fe County New York (other than New York City and Nassau, Suffolk, Westchester Counties) New York - Nassau, Suffolk, Westchester Counties New York City and Nassau, Suffolk, Westchester Counties)	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03 \$14.20 \$14.20 \$15.00 \$15.00	 \$9.50 \$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$5.26 \$5.26 \$1.00 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Service EE \$11.85 Tipped Service EE \$12.50 Tipped Service EE \$12.50 Tipped Service EE \$12.50 Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00 \$2.13 \$4.86 \$2.13 \$5.05 	 \$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/24) \$12.00 (7/1/24) None \$12.93 (1/1/23) None 1/1/24 3/1/24 3/1/24 \$15.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) None None None None 1/1/24 	 \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$5.26 (1/1/23) None 1/1/24 3/1/24 3/1/24 3/1/24 To be determined To be determined To be determined None None None None None None
benefits offered) Nevada (health benefits offered) New Hampshire New Jersey (6 or more EEs) New Jersey (5 or less EEs and Seasonal ER) New Mexico Albuquerque Las Cruces Santa Fe (City) Santa Fe (City) Santa Fe County New York (other than New York City and Nassau, Suffolk, Westchester Counties) New York - Nassau, Suffolk, Westchester Counties New York City and Nassau, Suffolk, Westchester Counties) New York City New York City North Carolina North Dakota North Dakota Northern Mariana Islands Ohio Ohio Oregon	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03 \$14.20 \$14.20 \$15.00 \$15.00	 \$9.50 \$126 \$3.26 \$5.26 \$5.26 \$5.26 \$5.26 \$1.00 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45 Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00 Tipped Service EE \$12.50 Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00 \$2.13 \$4.86 \$2.13 	 \$11.25 (7/1/23) \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/24) \$12.00 (7/1/24) \$12.00 (7/1/24) \$12.00 (7/1/24) \$12.00 (1/1/23) \$15.00 (1/1/24) \$16.00 (1/1/24) 	 \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/23) \$10.25 (7/1/23) \$10.25 (7/1/23) \$10.25 (7/1/23) \$10.25 (7/1/24) \$10.25 (1/1/23) \$10.00 \$1/1/24 \$1/1/24 \$3/1/24 \$3/1/24 \$3/1/24 \$3/1/24 \$3/1/24 \$3/1/24 \$3/1/24 \$10.be \$determined \$determined \$10.00 \$10.00<!--</td-->
benefits offered)Nevada (health benefits offered)New Jersey (for more EEs)New Jersey (for more EEs)New Jersey (for less EEs and Seasonal ER)New MexicoAlbuquerqueLas CrucesSanta Fe (City)Santa Fe CountyNew York (other than New York City and Nassau, Suffolk, Westchester Counties)New York City and Nassau, Suffolk, Westchester CountiesNew York City and Nassau, Suffolk, Westchester CountiesNew York City and Nassau, Suffolk, Westchester CountiesNew York CityNew York CityNew York CityNorth Carolina North DakotaNorthern Mariana IslandsOhioOklahomaOregon - Portland, Urban Growth BoundaryOregon Non-Urban CountiesPennsylvania	\$9.50 \$7.25 \$14.13 \$12.00 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03 \$14.20 \$14.20 \$14.20 \$15.00 \$15.00 \$15.00 \$15.00 \$15.00 \$15.00	 \$9.50 \$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$5.26 \$1.00 \$4.78 \$3.00 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45 Tipped Service EE \$12.50 Tipped Food Service Workerss \$10.00 Tipped Service EE \$12.50 Tipped Food Service Workerss \$10.00 \$2.13 \$4.86 \$2.13 \$5.05 \$2.13 \$13.50 \$14.75 \$12.50 \$12.50 \$14.75 	 \$11.25 (7/1/23) \$10.25 (7/1/23) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 3/1/24 3/1/24 3/1/24 \$15.00 (1/1/24) \$16.00 (1/1/24) \$15.45 (7/1/23) \$15.45 (7/1/23) \$13.20 (7/1/23) None None 	 \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/24) \$12.00 (7/1/24) \$5.26 (1/1/23) None None 1/1/24 3/1/24 3/1/
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benefits offered)Nevada (health benefits offered)New HampshireNew Jersey (6 or more EEs)New Jersey (5 or less EEs and Seasonal ER)New MexicoAlbuquerqueLas CrucesSanta Fe (City)Santa Fe (City)Santa Fe CountyNew York (other than New York City and Nassau, Suffolk, Westchester Counties)New York City and Nassau, Suffolk, Westchester Counties)New York CityNew York CityNew York CityNorth DakotaNorth DakotaOhioOklahomaOregonOregon Non-Urban CountiesPennsylvaniaPuerto RicoRhode IslandSouth CarolinaSouth DakotaSouth DakotaSouth CarolinaSouth CarolinaSouth CarolinaSouth CarolinaSouth DakotaPiensylvaniaPuerto RicoKhode IslandVirgin IslandsUtahVermontVirginia	\$9.50 \$7.25 \$14.13 \$12.93 \$12.00 \$12.00 \$12.00 \$12.00 \$14.03 \$14.03 \$14.20 \$14.20 \$14.20 \$15.00 \$15.00 \$15.00 \$13.50 \$7.25 \$7.25 \$7.25 \$7.25 \$10.10 \$7.25 \$13.50 \$13.50 \$13.50 \$13.50 \$13.50 \$13.50 \$13.50 \$13.50 \$13.50 \$13.20	 \$9.50 \$9.50 \$3.26 \$5.26 \$5.26 \$5.26 \$3.00 \$7.20 \$4.78 \$3.00 \$4.21 Tipped Service EE \$11.85 Tipped Food Service Workers \$9.45 Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00 Tipped Service EE \$12.50 Tipped Food Service Workers \$10.00 \$2.13 \$4.86 \$2.13 \$4.86 \$2.13 \$13.50 \$14.75 \$13.50 \$14.75 \$13.50 \$14.75 \$13.50 \$14.75 \$2.83 \$2.13 \$5.05 \$2.13 \$5.05 \$2.13 \$4.86 \$2.13 \$4.80 \$2.13 \$4.20 \$4.20 \$4.20 \$4.20 \$4.20 \$4.20 \$4.20 \$4.20<td>\$11.25 (7/1/23) \$10.25 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/24) So of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 \$15.00 (1/1/24) \$15.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$15.01 (1/1/24) \$15.01 (1/1/24) \$15.01 (1/1/23) None None None 1/1/24 None None 1/1/24 None None 1/1/24 None 1/1/24 None 1/1/24 None 1/1/24 None None None 1/1/24 None None</td><td> \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None None 1/1/24 3/1/24 3/1/24 3/1/24 3/1/24 3/1/24 3/1/24 To be determined Kone None </td>	\$11.25 (7/1/23) \$10.25 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) \$12.00 (7/1/24) So of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None \$12.93 (1/1/23) None 1/1/24 \$15.00 (1/1/24) \$15.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$16.00 (1/1/24) \$15.01 (1/1/24) \$15.01 (1/1/24) \$15.01 (1/1/23) None None None 1/1/24 None None 1/1/24 None None 1/1/24 None 1/1/24 None 1/1/24 None 1/1/24 None None None 1/1/24 None	 \$12.00 (7/1/24) \$10.25 (7/1/23) \$12.00 (7/1/24) As of 7/1/24 - minimum wage will be the same regardless of whether employer offers health benefits or not. None None 1/1/24 3/1/24 3/1/24 3/1/24 3/1/24 3/1/24 3/1/24 To be determined Kone None
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